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## Monitor Newsletter July 03, 1989

Bowling Green State University

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# Monitor

Vol. XIII., No. 1

Bowling Green State University

July 3, 1989



Ground was broken last Thursday for the initial building in the Research Enterprise Park being developed by the University. Officials of Mid Am Inc., the city of Bowling Green and the University attended the ceremonies where a 30,000 square-foot Mid Am Operations Center will be built for 90 employees. Mid Am Inc. is the parent company of Mid American National Bank and Trust Co. Edward J. Reiter, (from left) chair and chief executive officer of Mid Am Inc.; Bowling Green Mayor Edwin Miller; Mark Hamman, senior vice president at Mid Am, and President Olscamp performed the official groundbreaking honors.

## Barber receives Fulbright to go to Yugoslavia

If it weren't for a trip to Tibet, Dr. Lester Barber, English, probably wouldn't be planning to teach in Yugoslavia for a year.

Barber has been awarded a Fulbright Senior Lectureship and will teach American literature and drama this academic year at the University of Ljubljana in Ljubljana, Yugoslavia. He also expects to do some research on 20th century Yugoslavian theater and drama. His wife, Susan Barber, HPER, will be traveling with him.

In 1986, the Barbers taught a year in the University's exchange program with the Xi'an Foreign Languages University in China. While there they took a trip to Tibet and met a young Yugoslavian couple.

"They told us wonderful things about Yugoslavia and in the course of our travels we became good friends," Barber said. "The man was studying to become a doctor and the woman was a translator. Partly because of

*Continued on back*

## Mason awarded national honor for dissertation

Dr. Philip Mason, executive assistant to the president, has been awarded the Edgar L. Morphet Dissertation Award. He is one of two persons in the country to receive the honor this year.

The award is presented annually during the National Council of Professors of Educational Administration conference, which will be held at the University of Alabama in August. It recognizes scholarship in the dissertation stage of advanced academic work in the field of educational administration. Doctoral graduates are nominated by sponsoring NCPEA professors.

Dr. Martha Tack, educational administration and supervision, nominated Mason's dissertation entitled "Desired Leadership Behaviors of University Presidents." The paper focused on the perceptions of trustees affiliated with public research/doctoral-granting institutions across the country regarding desired presidential leadership behaviors.

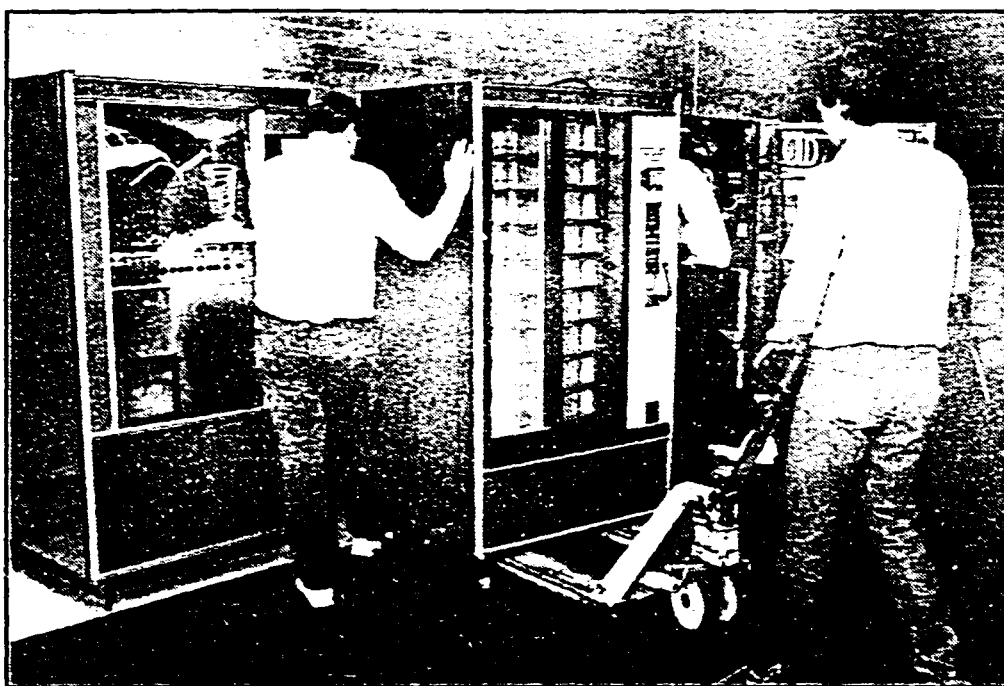
Mason, who received his doctoral degree from the University in December 1988, earned his undergraduate degree at West Virginia University and his master's degree at Western Washington University.

Before coming to Bowling Green in 1984, he was the director of development at Western Washington.

Active in the community, Mason currently serves on the Bowling Green Chamber of Commerce and chairs the University Friends of the Libraries and Center for Archival Collections Board.

He also served as a member of the Bowling Green American Red Cross board of directors and Economic Development Committee as well as the Toledo United Way Subsidiary Corporation Review Task Force.

Also winning the award this year is Dr. Gloria Jean Thomas of Brigham Young University.



Employees of Automatic Vendors Inc. install new vending machines at the Ice Arena. During the next few weeks the company will replace more than 150 machines on campus as it takes over the University's vending contract.

## Campus has new vending service

If the vending food tastes different and the machines look unfamiliar, don't think you've put your coins in the wrong slots. The University is being serviced by a new vending company with all new machines expected to be in place by the end of July, according to Jane Schimpf, director of Food Operations.

Automatic Vendors Inc., headquartered in Warren, will be servicing the University from its Toledo branch. It replaces Maumee Valley Vending Company which had the campus contract the past 28 years.

Schimpf said the vending change was simply a matter of a better business offer from Automatic. The new company has more hot and cold food offerings, and students and staff

will have a wider variety of selections available to them.

During the next few weeks, 167 vending machines will be taken out of office and academic buildings and residence halls and new ones will be installed. However, Schimpf said none of the 14 cigarette machines on campus will be replaced. "We won't be selling cigarettes anywhere on campus, including in the Union," she said.

An added feature of the new vending system is that all machines will have dollar bill changers. Schimpf also said an agreement has been made with the new company not to raise the prices from their current level within the first year.

The vending services will be under the supervision of Food Operations.

## Survey polls classified staff opinions

As the voice of classified staff at the University, the Classified Staff Council is responsible for representing the views of approximately 1,200 employees.

To accurately gauge their views, the Personnel Welfare Committee of CSC recently conducted a survey on a variety of topics ranging from the current pay structure to the nonsmoking policy. Judy Hagemann, Personnel Welfare chair, said the committee will use the survey results to determine which issues CSC should address.

Some of the survey results are as follows:

On the issue of the current pay structure, 281 employees said they were not satisfied with it, while 168 said they were satisfied and 25 were undecided. Most employees, 299, favored an annual increase; 138 did not and 35 were undecided.

The survey asked staff members if they would favor the adoption of a system of endless steps for all classified employees during their entire career at the University with any additional salary pool monies above four percent being distributed among all staff. Three hundred and thirteen said yes, 100 said no and 57 were undecided.

If money was extremely tight for the salary pool, 261 would approve accepting less than the four percent step if all other groups on campus had to share in accepting smaller increases. Not favoring this proposal were 143 employees, while 63 were undecided.

Asked to choose the companies or agencies to be used in the market survey done each fall, 240 employees favored using state-supported universities within Ohio, 136 said a mixture of state universities and private companies within 50 miles of Bowling Green, 52 said private companies within 50 miles of Bowling Green and 154 said other.

The majority of employees, 257, said they believe their wages (not including benefits) are

fair based upon their view of the job market, 161 disagreed and 17 were undecided.

On the topic of an annual early retirement program, 364 employees said they would like to be offered such a program, 68 did not and 44 were undecided. Most employees, 363, said the early retirement program did not have a negative effect on their areas, nine said it did and 99 were undecided.

Also, 270 employees said the administration's offer of a three-year buyout and 100 percent replacement was fair, 76 said it was not and 118 were undecided.

On a variety of other subjects employees said: 258 would utilize fee waiver benefits for themselves after retirement beyond the five-year limit, 168 would not and 50 were undecided; 402 would take advantage of using University facilities such as the bookstore, golf course and Student Recreation Center if additional discounts were made available, 58 would not and 14 were undecided; 400 would be in favor of an official policy that would allow more flexibility in schedules while not interfering with work areas, 46 would not and 25 were undecided.

In addition, 256 employees said they favored a nonsmoking policy for work areas with a location inside for smoking; 195 favored no smoking at all inside and 32 said other.

## Workshop to start

A workshop designed to help classified employees conduct effective selection interviews will be held from 9 a.m.-noon July 26 in 104 Business Administration Building.

Do you use the selection interview to hire new employees? If so, are you aware that asking the wrong questions may lead you to hire the wrong person or result in a discrimination lawsuit? The workshop will help you avoid these problems by teaching you how to prepare for and conduct an effective interview.

Topics covered will include a discussion of University, state and federal guidelines for employee selection as well as techniques for helping to select competent, motivated and productive employees. The workshop, sponsored by personnel support services, will be taught by Sam Ramirez, employee relations adviser, and Dr. William Balzer, psychology, and director of the Institute for Organizational Research and Development.

Persons interested in the course should register by calling Ruth Milliron, training coordinator, or Cheryl Heinlen at 372-2236. Participants should bring to the workshop a current job description of a position within their organization. If one is not available, please contact Lois in personnel support services.

## IMC changes to IMS

Instructional Media Services is the new name of the University facility formerly known as the Instructional Media Center. Jack Ward, director, said the change was effective July 1.

"It's a modest change that better describes what our facility does," Ward said. "We want the emphasis to be on service."

IMS, headquartered in the Education Building, provides a variety of services to faculty, staff and students, such as audio visual equipment for classroom use, photography and graphic services for teaching and research, instructional development services, technical services and audio visual equipment repair. Production lab services also are available.

## New employees hired

The following individuals recently joined the classified staff: **Wayne Freshcorn**, custodial services; **Linda Canady**, secretary 2, Faculty Senate; **Pat Cowell**, custodial services; and **Joyce Arreguin**, part-time, word processing specialist 1, chemistry.

Also, **Peg Granecki**, clerk 2, admissions; **Jonathon Samelak**, bowling lane technician, University Union; **Donna Fillere**, sales clerk 2, Bookstore; and **Janet Swartzlander**, secretary 1, IPCO.

## Faculty/staff positions

The following faculty positions are available:

**Applied Sciences, Firelands College:** Instructor/assistant professor of computer science/management information systems. Contact Office of the Dean, Firelands College (433-5560). Deadline: July 10.

**Legal Studies:** Visiting assistant professor. Contact the Personnel Committee (2-2376). Deadline: July 8.

**Management:** Assistant professor. Contact Peter A. Pinto (2-2946). Deadline: July 10.

The following administrative positions are available:

**Intercollegiate Athletics:** Assistant basketball coach. Contact chair of search and screening committee (2-2401). Deadline: June 26. Also, assistant athletic trainer. Contact Bill Jones (2-2401). Deadline: July 15.

**Plant Operations and Maintenance:** Elevator technician. Contact Annmarie Heldt (2-2558). Deadline: July 14.

**Residential Services:** Assistant director of small group housing and Greek Life. Deadline: July 15. Also, residence hall manager. Also, residence hall complex coordinator. Also, residence hall director. Deadlines: Aug. 1. For all positions, contact Fayette M. Pautsen (2-2456).

**University Placement Services:** Assistant director of placement. Contact Annmarie Heldt (2-2558). Deadline: July 24, or until filled.

**WBGU-TV:** Television producer/director. Contact Annmarie Heldt (2-2556). Deadline: Aug. 4.

## Datebook

### Monday, July 3

**Film Studies Program, Recent Trends in the New Cinema of Austria and West Germany**, the film "Dragon Chow" will be shown, 8 p.m., Gish Film Theater. Also shown same time and place July 4.

### Tuesday, July 4

**Independence Day Holiday.** No classes.

### Wednesday, July 5

**Film Studies Program, Recent Trends in the New Cinema of Austria and West German**, the film "Bagdad Cafe" will be shown, 8 p.m. Gish Film Theater. Also shown same time and place July 6.

**Ph.D. Final Exam, Bernard Gauier**, psychology, "Reducing the Hindsight Bias in the Context of an Interpersonal Interaction," 2:30 p.m., second floor conference room, Psychology Building.

### Thursday, July 6

**Computer Seminar, "Intro to MultiMate (IBM)**, 1:30-4:30 p.m., 312 Hayes Hall. To register, call 372-2012.

**Faculty and Staff Night**, at Quad Rock Cafe, featuring entertainment by Tom Gorman, 8-10 p.m., Founder's Quadrangle.

**Ph.D. Final Exam, Christopher E. Reilly**, psychology, "Effect of Drug Testing Policy Characteristics on Judgments of Acceptability," 3 p.m., second floor conference room, Psychology Building.

### Friday, July 7

**Ph.D. Final Exam, Osa Amienyi**, mass communication, on "The Relationship Between Mass Media Exposure and National Integration in Nigeria," 9:30 a.m., 310 West Hall.

### Sunday, July 9

**New Works Writer's Series II**, featuring Eddie Abrams on piano, including works by Phil O'Connor and John S. Scott, 7 p.m., Bijou Theater, 209 N. Superior St., Toledo. A benefit for Talented Teens International.

## Barber from the front

their sophistication, and based on what they told us about the country, we decided we would like to go there. Also, our experience in China gave us a taste for travel."

Previously neither of the Barbers knew much about Yugoslavia but they have been reading as much as they can. Barber said the country is broken into six provinces which have very diverse terrains. Slovenia, the province where the university is located, is near the borders of Austria and Italy. Geographically and culturally it is very similar to Austria, he said.

The people in that area speak Slovene, while the native language of the rest of Yugoslavia is Serbo-Croatian with a multitude of dialects. The Barbers have been listening to tapes to help familiarize themselves with the language and also hope the little bit of German they know will be useful.

Although they experienced the communist form of government when living in China, Barber said it will be interesting to compare it with Yugoslavia's.

"This is going to be a vastly different system because Yugoslavia is more open and far ahead of China," he said. "Although the system is still communist, Yugoslavia has always been a kind of maverick and more outward-looking to the West. Hungary and Poland are beginning show signs of that same openness."

However, Barber said he expects the year abroad in Yugoslavia will be a more difficult experience than the year in China. Due to Bowling Green's annual exchange program with Xi'an, the Chinese university has constructed a compound of apartments near the campus for all the American teachers. They also take great care to accommodate the Americans' needs. But in Ljubljana, the Barbers will be responsible for finding their own housing and learning their way around the city.

Barber will be teaching three classes a term.